Public Comment

From: [redacted]
To: Kari Skalsky
Subject: Request for Review of Douglas County School District Financial and Personnel Actions
Date: Friday, August 28, 2026 12:52:30 PM

Dear Nevada Department of Taxation,

I am a concerned member of the Douglas County Community and am writing to request a review of financial and personnel actions involving the Douglas County School District, particularly involving its Chief Financial Officer, Terri Willoughby. My concerns are related to the district's financial situation and its Fiscal Watch status. I have been unable to locate publicly available documentation showing Terri Willoughby's employment contract, starting salary and current salary.

I understand that DCSD has been subject to increased financial oversight because of its financial condition. **Given the district's financial circumstances, I am concerned about decisions involving senior administrative compensation, newly created positions and the qualifications and placement or promotion of employees in management that are extremely unqualified and the actions and financial consequences of ill-equipped and incompetent employees.**

I have recently found out by a DCSD employee, [redacted] that $40,000 in district funds may have been used in connection with an increase in Terri Willoughby's compensation. I cannot verify due to being unable to locate her employment contract, compensation terms, or documentation of any compensation adjustments. Her salary is not listed publicly online, no personnel reports listed online nor budget entries or transfers. No transparency.

Also, I have become aware of a Controller position within the district's financial department that reports directly to the CFO. Was this a newly created position? Who authorized its creation, the compensation involved with it, and whether the expenditures with the creation complied with the rules of the Fiscal Watch the district is currently under?

Can the Department of Taxation confirm that the grant Terri Willoughby received in August of 2026 in the amount of $22,812 presented by the Tyler AP Automation purchase went to the appropriate project?

1. Is the Department of Taxation aware of any changes to Terri Willoughby's compensation and salary since she became CFO on July 1, 2026?

2. Has the Department received any documentation concerning her employment contract or compensation, since it seems to be so discrete?

3. Is there a $40,000 transfer, salary adjustment, stipend, bonus or other compensation related expenditure involving Terri Willoughby?

4. Has the newly created and funding of the Controller position that is to report to the CFO been reviewed as part of the district's financial oversight?

5. Are these actions consistent with the requirements applicable to a school district under Fiscal Watch?

6. **Why did our newly hired Director of Information of Technology purchase Verkada Cameras in the amount of $816,654.80 and go into a seven year license and contract with the Trebron Company, INC for an additional undisclosed amount while the District was under fiscal watch? The motion was approved on May 19 however, the minutes are not yet public.**

I am seeking transparency and would appreciate the appropriate authority to review if the district's actions were financially appropriate?

Substantial Facts:
-May 19, 2026 DCSD was placed on Fiscal watch
-May 19, 2026 Verkada Camera purchase and seven year license introduced by Director if I.T. and approved by the board.
-July 1, 2026 Terri Willoughby became CFO
-August of 2026 New Creation of a Controller position was advertised, with no transparency of the salary and why would Terri Willoughby need a Controller when the district is under tight financial constraints?

I also have broader concerns about the qualifications and hiring of individuals in management and administrative positions throughout the district. There are positions in management that community members have questioned as to whether the individuals appointed possess the education, professional experience, certifications or other qualifications required for these positions. Some employees in upper management do not have a High School Diploma or equivalent nor the proper certifications. They are merely promoted because it's an easy option, and they were already there. Such as our Facilities and Operations Director who was promoted from Custodian.
-Jeanine Dwyer Executive Director of Human Resources, No experience in Human Resources, only in Inclusive Education
-Terri Willoughby Chief Financial Officer, no experience in School District policy.

Because the district is experiencing significant financial challenges, I believe it is important for taxpayers and members of the community to understand how public funds are being allocated, particular for senior administrative compensation and newly created positions.

Thank you for your time.
[redacted]
Concerned Douglas County resident